

Resolutions to 2026 HSAA Convention

**Constitution and policy amendments are identified in bold font.*

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

1. CONSTITUTION

HSAA WILL:

Amend Article 44 – Standing Committees as presented:

- 44.01 The Board shall establish the following standing committees:
- (a) Finance Committee;
 - (b) Elections/Credentials Committee;
 - (c) Constitution, Bylaws, ~~Resolutions~~ and Policy Committee;
 - (d) **Convention Resolutions Committee;**
 - (e) **Governance Committee;**
 - (f) Members' Benefits Committee;
 - (g) Workplace Health, Safety and Wellness Committee;
 - (h) Members' Appeals and Review Committee; and
 - (i) Discipline Committee

BECAUSE (RATIONALE): Updated to reflect the current practice of our union.

SUBMITTED BY: Board of Directors

Carried: _____ Defeated: _____
 Amended: _____ Referred to: _____

2. CONSTITUTION

HSAW WILL:

Amend Article 48.05 – Delegate Status at Convention as presented:

48.05 Delegate Status at Convention

- a) Credentials shall be granted to active Local Units as defined in Article: Local Units, based on one (1) delegate per fifty (50) members, or portion thereof.
- b) Local Units shall determine the process for distributing credentials to its members.
- c) ~~Members who are not selected to receive credentials from their Local Unit but wish to attend may enter their names on a waiting list within their district.~~ **Local Units that have selected their complete delegate entitlement can select up to five (5) additional members as alternates should any registered-delegate(s) be unable to attend.**
- d) Should a Local Unit not use all of their allotted credentials, the unused credentials shall **may** be offered by random draw to those on the waiting list **registered as alternates** from **Local Units** within **their the same** district.
- e) Current members of the HSAW Board of Directors shall automatically be granted delegate status separate from Local Unit or District distributions.
- f) Board members-elect and members of HSAW Board Committees reporting to Convention are entitled to attend and participate with voice but no vote in the Convention, unless they have been granted delegate status through Local Unit or District distribution.

BECAUSE (RATIONALE): An alternate process to the lottery that enhances the democratic process of a delegated Convention and addresses the concerns about fairness and representation, while maintaining the opportunity for additional members to participate at Convention.

SUBMITTED BY: Board of Directors

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

3. CONSTITUTION

HSAW WILL:

Amend Article 52.01 – Complaint Management Process as presented:

- 52.01 (a) Any member(s) who has (have) reasonable grounds to believe that another member, or a member of a Local Unit Executive, or a member of the Board of Directors, has been guilty of a breach of the Code of Ethics or a breach of any of the Constitution of the Union may make a complaint thereof in writing to the Executive Officers of the Union.
- (b) A complaint under (a) above must **i) be made by a member, ii) must name a respondent(s) who is also a member(s), and iii) must provide sufficient information to show that the respondent(s) may have breached of the Code of Ethics or the Constitution, all of which is necessary for a proper investigation under Articles 52.03 to 52.08 below. The complaint must also** be made within twenty-one (21) days of the date on which the complainant first knew, or in the circumstances ought to have known of the circumstances which are the basis of the complaint. No complaint shall be accepted beyond this twenty-one (21) day period.

Notwithstanding the twenty-one (21) day time limit, incidents of harassment are not subject to the twenty-one (21) day timeline.

- (c) In the case of a complaint against a member of the Board of Directors, the Executive Assistant shall forward the complaint immediately to the President and/or Secretary Treasurer of the National Union of Public and General Employees (NUPGE) who shall determine whether the complaint was filed **on time**, in accordance with (b) above.
- (d) In the case of all other complaints, the Executive Officer shall determine whether the complaint was filed **on time**, in accordance with (b) above.
- (e) The decision of the NUPGE President / Secretary Treasurer or Executive Officer under (c) or (d) above, as the case may be, is final and will be served on the parties to the complaint. A party wishing to challenge this decision shall submit an appeal to the Members' Appeal Review Committee (MARC) within fifteen (15) days of receipt of the decision. The MARC shall determine the appeal by documentary review only.

BECAUSE (RATIONALE): Language added for the Executive Officer(s) and/or NUPGE to have the ability to assess whether the complaint is valid and can be accepted.

SUBMITTED BY: Board of Directors

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

4. CONSTITUTION

HSAW WILL:**Amend Article 52 – Complaint Management Process as presented:**

- 52.01 (a) Any member(s) who has (have) reasonable grounds to believe that another member, or a member of a Local Unit Executive, or a member of the Board of Directors, has been guilty of a breach of the Code of Ethics or a breach of any of the Constitution of the Union may make a complaint thereof in writing to the Executive Officers of the Union.
- (b) A complaint under (a) above must be made within twenty-one (21) days of the date on which the complainant first knew, or in the circumstances ought to have known of the circumstances which are the basis of the complaint. No complaint shall be accepted beyond this twenty-one (21) day period.
- Notwithstanding the twenty-one (21) day time limit, incidents of harassment are not subject to the twenty-one (21) day timeline.
- (c) In the case of a complaint against a member of the Board of Directors, the Executive Assistant shall forward the complaint immediately to the President and/or Secretary Treasurer of the National Union of Public and General Employees (NUPGE) who shall determine whether the complaint was filed on time, in accordance with (b) above.
- (d) In the case of all other complaints, the Executive Officer shall determine whether the complaint was filed on time, in accordance with (b) above.
- (e) The decision of the NUPGE President / Secretary Treasurer or Executive Officer under (c) or (d) above, as the case may be, is final and will be served on the parties to the complaint. A party wishing to challenge this decision shall submit an appeal to the Members' Appeal Review Committee (MARC) within fifteen (15) days of receipt of the decision. The MARC shall determine the appeal by documentary review only.

52.02 No member shall retaliate against a member because that member:

- (a) has made or attempted to make a complaint under the Constitution,
- (b) has given evidence or otherwise participated in, or may give evidence or otherwise participate, in the complaint process under the Constitution,
- (c) has made or is about to make a disclosure that person may be required to make under the Constitution, or
- (d) has assisted in any way in
- i. making or attempting to make a complaint under the Constitution, or
 - ii. the investigation, settlement or a hearing of a complaint under the Constitution.

- 52.03 Within fifteen (15) days of receipt of the complaint, the Executive Officers shall assign an independent investigator, to be selected from a roster of qualified, third-party investigators that are recommended by the Constitution, Bylaws, Resolutions and Policy Committee, and pre-approved by the Board of Directors, who shall be supplied with:
- (a) A copy of the complaint;
 - (b) A copy of the relevant sections of the Constitution;
 - (c) Contact information for the complainant(s) and respondent(s) and known witnesses; and
 - (d) Any other relevant information or documentary evidence.
- 52.04 Within fifteen (15) days of receipt of the complaint, the Executive Officers shall provide the respondent(s) with a copy of the complaint and the name and contact information of the investigator.
- 52.05 The investigator shall inquire into the complaint by contacting the complainant(s), respondent(s), and witnesses to determine if there is sufficient evidence to support the referral to the Discipline Committee.
- 52.06 The investigator may, at their discretion, determine the scope of the investigation and may, where there are multiple complainants, respondents, or witnesses, determine that it is not necessary to interview each complainant, respondent, or witness.
- 52.07 The investigation shall be confidential. Information received by the investigator shall be held in strict confidence except as necessary to conduct the investigation and to report to the Executive Officers in accordance with Article 52.07. The investigator shall make every effort to conduct interviews outside the member's workplace and hours of work.
- 52.08 The investigator shall report to the Executive Officers in writing, within forty-five (45) days of the appointment, summarizing their findings and providing any documentary evidence gathered during the investigation and shall recommend that:
- (a) The complaint be dismissed; or
 - (b) An alternative dispute resolution mechanism be utilized.
 - (c) A disciplinary hearing should be conducted.
- 52.09 If the investigator's report recommends dismissal of the complaint the Executive Officers shall inform the complainant and respondent within fifteen (15) days of its receipt. A party wishing to challenge this decision shall submit an appeal to the Members' Appeal Review Committee (MARC) within fifteen (15) days of receipt of the decision. The MARC shall determine the appeal by documentary review only.
- 52.10 If the investigator's report recommends an alternative dispute resolution (ADR) the Executive Officers shall inform the complainant and respondent within fifteen (15) days of its receipt. The Executive Officers shall implement an ADR without delay. Where a party declines to participate in ADR, or the ADR does not result in a resolution between the parties, the complaint shall proceed to a hearing.
- 52.11 If the investigator's report recommends disciplinary hearing, the Executive Officers shall select five (5) members from the Discipline Committee within fifteen (15) days of its receipt.

- 52.12 An Executive Officer shall give notice in writing to the respondent(s) and to the complainant(s) specifying the date and place of the hearing, with particulars of the charge.
- 52.13 Notice shall be given to the respondent(s) and the complainant(s) not less than thirty (30) days prior to the hearing. Such notice shall be affected by regular mail and e-mail, sent to the last address mailing and e-mail addresses listed with the Union.
- 52.14 Should the respondent(s) or complainant(s) fail to attend the hearing:
- (a) In the case of the respondent(s), the hearing may proceed in their absence, upon proof of service of the notice in accordance with 52.12 upon them.
 - (b) In the case of the complainant(s), the complaint may be dismissed, upon proof of service of the notice in accordance with 52.12 upon them.
 - (c) In exceptional circumstances satisfactory to the Discipline Committee, an adjournment may be granted.
- 52.15 The Discipline Committee shall hear and determine the disposition of the complaint.
- 52.16 The Discipline Committee shall determine its own procedures and,
- (a) May accept oral or written evidence that it considers proper, whether admissible in a court of law or not;
 - (b) Is not bound by the law of evidence applicable to judicial proceedings;
 - (c) Shall follow the rules of natural justice in the conduct of its hearing;
 - (d) Shall allow witnesses to be called and cross-examined;
 - (e) Shall deliberate upon its decision in private, considering only the evidence and submissions raised during the hearing, to reach its decision; and
 - (f) May retain legal counsel to advise it regarding its procedures and practices before and during the hearing.
- 52.17 The Executive Director, or designate, shall represent the interests of the Union in the disciplinary hearing. They shall present the evidence of the complaint at the hearing on behalf of the Union and shall make submissions at the hearing.
- They shall be guided by the principle of making every effort to ensure that the whole truth, whether in support or against the complaint, is presented to the Discipline Committee. At the discretion of the Executive Director, or their delegate, legal counsel may be hired to assist.
- 52.18 The Executive Director shall make every effort to provide pre-hearing disclosure of the case that shall be presented on behalf of the Union to the respondent(s) and complainant(s) prior to the hearing.

- 52.19 The respondent(s) charged shall have the right, subject to the provisions of the *Labour Relations Code* and applicable privacy legislation:
- (a) To be informed of the charges and provided a full and complete copy of the complaint and any amendments or additions thereto;
 - (b) To know the identity of the complainant(s);
 - (c) To be provided with a copy of the investigator's report;
 - (d) To be provided with any additional documentary evidence gathered by the investigator;
 - (e) To call and cross-examine witnesses;
 - (f) To be heard; and
 - (g) To be represented by legal counsel.

52.20 The Discipline Committee shall, within fifteen (15) days render a decision, in writing, explaining the rationale for its decision and for any penalty assessed, that may include:

- A written reprimand
- Prohibition on holding elected positions in the Union
- Prohibition on attending Union events including Convention
- Removal from office*
- Removal from an appointed position of the Union
- A fine up to \$25,000
- Suspension or expulsion from Union membership
- Any other discipline that is deemed appropriate.

*subject to provisions of Articles - Removal from Office and Removal of Local Unit Executive Member

A copy of the decision shall be submitted to:

- (a) The Executive Officers;
- (b) The respondent(s);
- (c) The complainant(s); and
- (d) The Executive Director, designate or legal counsel.

The decision shall be sent to the respondent(s) and the complainant(s) by registered mail, email or courier, requiring a signature, or electronic acknowledgement, upon receipt.

52.21 Should either party wish to appeal the decision of the Discipline Committee, they shall inform the Executive Officers in writing within fifteen (15) days of receiving the decision. Any appeal must be related to:

- (a) the findings of the Discipline Committee; or
- (b) the severity of the sanction.

- 52.22 The Members' Appeals and Review Committee (MARC) shall hear any appeal within fifteen (15) days. This shall be completed by documentary review. The decision of the MARC is final.
- 52.23 The complainant(s) and the respondent(s) shall be notified of the decision and rationale of the MARC without delay by registered mail, email, or courier, requiring a signature or electronic acknowledge upon receipt.
- 52.24 Any member who has been expelled from the Union shall forfeit all rights and benefits of membership.
- 52.25 Any member who has been expelled from the Union may apply to the Board of Directors for reinstatement after five (5) years. This may be granted by a two-thirds (2/3) vote.
- 52.26 In the event that the Executive Officer fails or neglects to comply with their obligations under this Article, then the affected party can submit the complaint to the Board of Directors along with information about what obligation has allegedly not been met by the Executive Officer. The Board of Directors will then hear from the Executive Officer within five (5) days about the obligation allegedly not being met. Based on the findings, the Board shall then decide, in its sole discretion, to either allow the Executive Officer to continue to administer the complaint under Article 52, or alternatively, the Board or its delegate can assume the role of the Executive Officer under Article 52 from that point forward.**

BECAUSE (RATIONALE): Updated to add language to address any occurrence of the Executive Officer(s) failing or neglecting to comply with obligations under this article.

SUBMITTED BY: Board of Directors

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

5. CONSTITUTION

HSAА WILL:

Amend Article – 29 Rotation of District Board Member Terms as presented:

Article 29 – Rotation of **Executive Officer and District Board Member Terms**

29.01 Elections for the President and Vice-President shall be held in different years.

29.042 Elections for District Board Members shall be held in rotation so that not all positions are **elected** ~~vacant~~ in any year. The rotation shall be determined by the Elections/Credentials Committee.

with the proviso that:

HSAА WILL:

Provide that for the 2029 Executive Officer elections, the _____ term shall be a four-year term (ending in 2033) to facilitate the new staggered election pattern.

Note: Members will be filling the above blank by vote for one of two choices, President or Vice President, before debating the resolution.

BECAUSE (RATIONALE): The current terms have the President and Vice President terms with elections in the same year, and this change will keep continuity at the executive level of the HSAА.

SUBMITTED BY: Board of Directors

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

6. ADVOCACY

HSAA WILL:

Advocate to all levels of governments to adopt and implement comprehensive strategies to reduce radon exposure, including:

- **Mandatory radon testing and mitigation standards in residential properties, schools, workplaces, and public buildings.**
- **Integration of radon testing requirements into building codes, rental-housing standards, and occupational health frameworks.**

And HSAA WILL:

Call on governments to allocate funding and incentives to support:

- **Radon testing initiatives and public awareness campaigns.**
- **Financial assistance or subsidies to ensure equitable access to radon testing and mitigation for residential, and workplace buildings.**

And HSAA WILL:

Encourage partnerships between all levels of government, public health agencies, worker and community organizations, and health professionals to enhance radon education, data collection, and community risk mapping, consistent with Health Canada guidance.

And HSAA WILL:

Promote workplace radon awareness and prevention as part of occupational health and safety obligations, ensuring employers and workers are informed and protected from long-term radon exposure risks.

BECAUSE (RATIONALE): Radon is a naturally occurring radioactive gas that can enter buildings from the ground and accumulate to unhealthy levels and is found in every type of building across Canada.

AND BECAUSE (RATIONALE): Radon exposure is the second leading cause of lung cancer after smoking in Canada, and first leading cause of lung cancer in non-smokers.

AND BECAUSE (RATIONALE): Health Canada has identified radon exposure as a significant and preventable public health risk and has established policy rationales supporting government intervention to reduce exposure through testing, mitigation, building standards, and public education.

AND BECAUSE (RATIONALE): Effective and affordable radon mitigation measures exist, yet public awareness remains low and most Albertans have not tested their homes or workplaces, leaving workers and families at avoidable risk.

AND BECAUSE (RATIONALE): Government action on radon aligns with core public policy objectives, including the protection of public health, prevention of disease, reduction of long-term health care costs, environmental health stewardship, and the promotion of health equity by supporting low-income and vulnerable populations.

AND BECAUSE (RATIONALE): The Government of Alberta has the authority and responsibility to strengthen building codes, occupational health protections, public awareness initiatives, and financial supports to reduce preventable radon exposure and associated lung cancer risk.

SUBMITTED BY: Board of Directors

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

7. GOVERNANCE

HSAA WILL:

Hold its Annual Convention in an alternating rotation between Calgary and Edmonton, such that:

- **Odd-numbered years: The Annual Convention shall be held in Calgary**
- **Even-numbered years: The Annual Convention shall be held in Edmonton**

BECAUSE (RATIONALE):

Fairness and Equity

Alternating locations ensures that members in both major cities share equal access and opportunity to attend the Annual Convention over time, reinforcing HSAA's commitment to fairness and inclusion.

BECAUSE (RATIONALE):

Increased Member Engagement

Reduced travel time and costs in alternating years encourages greater attendance, especially for members who may otherwise be unable to participate due to distance, caregiving responsibilities, or financial limitations.

BECAUSE (RATIONALE):

Stronger Democratic Participation

When more members can attend, debate resolutions, and vote, the Association benefits from broader representation and stronger democratic legitimacy.

BECAUSE (RATIONALE):

Cost Efficiency and Planning Stability

A predictable rotation allows HSAA to negotiate better venue contracts, plan logistics earlier, and manage budgets more effectively, potentially reducing overall convention costs.

SUBMITTED BY: Henok Gebreyesus and Catou Arsenault

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

8. FINANCE

HSAW WILL:

Amend Policy 3.10 HSAW Events and Members' Expenses (12 - Stipend) of Members Policies as presented:

12. Stipend*:

Members attending Convention, Labour Relations Conference(s), or workshops on a non workday are eligible for a ~~\$20~~ **\$25** per hour stipend for a minimum of 7 hours.

BECAUSE (RATIONALE): This will encourage more participation in Workshops, Conferences, Convention by members. This will likely increase union engagement. This also aligns with recent pay increases amongst the collective membership.

SUBMITTED BY: Nick Stahmer, Holly Howard and Erick Cheung

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

9. GOVERNANCE

HSAA WILL:

Designate a young worker seat in HSAA education and the externally sponsored events identified in Membership Policy 2.08 - Sponsored External Events - Selection and Responsibilities for Member Representation.

AND HSAA WILL:

Amend its policies governing HSAA education, conferences, and externally sponsored events identified in Membership Policy 2.08 - Sponsored External Events - Selection and Responsibilities for Member Representation to require the allocation of at least one designated young worker seat.

BECAUSE (RATIONALE): Young workers are underrepresented in union education and leadership development, despite being essential to the long-term strength and sustainability of the union.

AND BECAUSE (RATIONALE): The existing “preferred” access language does not ensure consistent participation or accountability in practice.

AND BECAUSE (RATIONALE): Guaranteed seats reduce the risk that young workers are excluded due to logistical, economic, or institutional barriers.

AND BECAUSE (RATIONALE): The governance resolution carried at Convention 2025 commits HSAA to empower young workers through training and removing participation barriers.

AND BECAUSE (RATIONALE): Guaranteed representation ensures young members can meaningfully contribute to union policy, leadership development, succession planning, and the future capacity of HSAA.

SUBMITTED BY: Kelcy Fidler, Nikki Cornell, Clark Carpio, Sophie Saraceni, and Daelynn Kew

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

10. GOVERNANCE

HSAA WILL:

Support Local Unit young worker engagement.

AND HSAA WILL:

Develop and promote resources, guidance, and best practices to support Local Units in establishing young worker contacts or roles and encouraging young worker engagement at the local unit level.

BECAUSE (RATIONALE): Meaningful member engagement begins at the local level and varies significantly across the union.

AND BECAUSE (RATIONALE): Early involvement in union activity strengthens connection, participation, and leadership development among young workers.

AND BECAUSE (RATIONALE): Supporting local-level engagement enhances consistency, sustainability, and long-term capacity across HSAA.

AND BECAUSE (RATIONALE): Implementing resources for young worker engagement at the local level aligns with HSAA's commitment to intentionally include young members in union leadership, as outlined in the governance resolution carried at the 2025 Convention.

SUBMITTED BY: Kelcy Fidler, Nikki Cornell, Clark Carpio, Sophie Saraceni, and Daelynn Kew

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

11. FINANCE

HSAA WILL:

Not increase the budget of the annual Convention more than average members yearly pay raise.

AND HSAA WILL:

Have a hard budget cap on the annual Convention.

BECAUSE (RATIONALE): We will be able to increase funding to other members resources and locals. Increasing solidarity to members not selected to go to Convention.

AND BECAUSE (RATIONALE): Many members never get the opportunity to attend the Convention but have to fund it every year. We should ensure union funds are spent on all members and none are elevated above others in treatment.

AND BECAUSE (RATIONALE): The union should not provide addictive substances such as alcohol to members at Convention using funds from members battling with addiction.

SUBMITTED BY: Jordan Toews and Jeff Keogh

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

12. ADVOCACY

HSAA WILL:

Advocate against the use of the Labour Market Impact Assessment (LMIA) program abuses in Canada and specifically Alberta.

BECAUSE (RATIONALE): The United Nations has criticized Canada's use of the TFWP and LMIA as "breeding ground for contemporary forms of slavery."

AND BECAUSE (RATIONALE): Having non-unionized Alberta workers' wages reflect true inflation will reflect positively on union market wages and benefits.

AND BECAUSE (RATIONALE): HSAA should show solidarity with all Alberta workers and stand up against the abuses not just for unionized employees.

SUBMITTED BY: Jordan Toews and Jeff Keogh

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

13. CONSTITUTION

HSAW WILL:**Amend Article 28 – Term of Office as presented:**

28.01 The President and Vice-President shall each serve a term of three (3) years **to a maximum of 2 consecutive terms in each position.**

28.02 The District and Equity Board Members shall each serve a term of three (3) years **to a maximum of 2 consecutive terms.**

BECAUSE (RATIONALE): As a democratic organization, we need to take steps to prevent power from becoming concentrated with a small group of people. Term limits will disincentivize those in positions of power from prioritizing their ability to retain power over the long term benefit of our union.

AND BECAUSE (RATIONALE): Term limits will strengthen us at the local unit level by creating more opportunity for members to serve in the highest levels of leadership and then return to their local units with new skills and knowledge.

AND BECAUSE (RATIONALE): Term limits will force us as a union to continuously develop and mentor new leaders as our members cycle through executive officer and board member positions.

AND BECAUSE (RATIONALE): Term limits will encourage more members to seek elected positions and improve the diversity of the representation we elect to lead us.

SUBMITTED BY: Alex Robb and Evan Zinyk

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

14. POLITICAL ACTION

HSAW WILL:

Advocate for consistent, zero-tolerance approaches to workplace violence and will work proactively with employers, government, and stakeholders to ensure these standards are effectively implemented. This includes mandatory prevention strategies, clear and enforceable reporting requirements, timely and transparent post-incident follow-up, and strong accountability measures to prevent and eliminate violence, harassment, and abuse against health professionals in all workplaces.

BECAUSE (RATIONALE): Workplace violence and harassment are escalating and unacceptable risks for HSAW members, undermining their physical safety, psychological well-being, and long-term professional sustainability.

AND BECAUSE (RATIONALE): Consistent, coordinated, and enforceable prevention and response measures are essential to ensuring safe, respectful, and secure work environments for all health professionals.

SUBMITTED BY: Deborah Poku and Maritza Stinson

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

15. ADVOCACY

HSAW WILL:

Support Joint Workplace Health and Safety Advisory Committees and HSAW's own Workplace Health, Safety and Wellness Committee in advocating for a Safe Scheduling and Fatigue Prevention Policy specifically for shift and on-call workers.

BECAUSE (RATIONALE): In a union representing 200+ professions, the specific concerns of this population may be overlooked without a focused forum for input and advocacy.

AND BECAUSE (RATIONALE): Shift work involves extended, irregular, and rotating hours that increase fatigue and health risks beyond standard work schedules.

AND BECAUSE (RATIONALE): Shift work disrupts sleep, family routines, and recovery time in ways that are not addressed by general workplace safety policies.

AND BECAUSE (RATIONALE): Advocating for a shift worker-specific policy reflects HSAW's commitment to dignity, respect, healthy workplaces, equitable representation for all members.

AND BECAUSE (RATIONALE): Advocacy on behalf of shift care workers directly supports HSAW's mission to enhance the quality of life of its members and society.

SUBMITTED BY: Shauna Hall, Kalp Shah, Murray Hudon, Valerie McPherson, Kelsey Pederson, Gaylene Kane, and Melissa Morrison.

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

16. GOVERNANCE

HSAW WILL:

Increase time for debate of a resolution at Convention from 10 minutes to 15 minutes.

BECAUSE (RATIONALE): As our union membership grows, more members will want to contribute to the debate of resolutions. This is good for our union democracy, and we should allow more time to accommodate more debate.

AND BECAUSE (RATIONALE): Currently, we lose significant debate time to points of information. It is not uncommon for contentious resolutions to have debate closed with several members standing in line to share their thoughts. Increasing the time for debate will lessen the impact of time lost to members seeking points of information and increase the number of members who get to contribute to debate.

AND BECAUSE (RATIONALE): Voting on resolutions is one of the most important jobs that we have as delegates. Resolutions have the power to change how our union functions. Increasing the time for debate will only strengthen our union democracy and provide more members the opportunity to have their voices heard.

SUBMITTED BY: Alex Robb and Sue Walker

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

17. CONSTITUTION

HSAA WILL:

Amend Article 27 – Nominations and Elections as presented:

- 27.01 All elections shall be determined by single ballot, ~~the member(s) with the largest number of votes shall be declared elected. Where two Board positions are vacant, the member with the second largest number of votes shall also be elected.~~ **and allow members to rank candidates in order of preference. A member must receive more than 50% of the votes to be elected. If no candidate gets more than 50% of the votes, then the candidate receiving the least number of votes and any candidate receiving less than 5% of the votes will be removed from the ballot. Any votes for removed candidates will be reassigned to the next ranked candidate on affected ballots and votes will be recounted. This process will continue until one candidate has 50% of the votes and that candidate shall be declared elected. Where two Board positions are vacant, separate consecutive elections will be held for each position with the elected member from the first election not included on the ballot for the second election.**

BECAUSE (RATIONALE): Ranked choice voting allows members to rank candidates in order of preference instead of just voting for 1 candidate. This is especially beneficial in elections with a large number of candidates. Ranked choice voting has been proven by political scientists to produce results that better reflect which candidates have the most support. Ranked choice voting allows the will of the majority to emerge.

AND BECAUSE (RATIONALE): Ranked choice voting eliminates strategic voting. Members do not have to worry about "wasting" their vote on an underdog candidate. This allows members to vote with confidence that their vote will matter.

AND BECAUSE (RATIONALE): Several other unions, including the Health Sciences Association of British Columbia, use ranked choice voting for leadership elections. Ranked choice voting has a track record of strengthening democracy and is already widely used. As a democratic organization, we should embrace change that adopts a proven method of improving how we elect the highest levels of leadership for our organization.

SUBMITTED BY: Alex Robb and Sue Walker

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

18. GOVERNANCE

HSAW WILL:

Adopt electronic voting for resolutions at Convention.

BECAUSE (RATIONALE): Electronic voting is the most accurate way to count votes. We should strive to improve accuracy when voting on matters as important as resolutions.

AND BECAUSE (RATIONALE): Electronic voting allows members to vote without being influenced by how those sitting around them are voting.

SUBMITTED BY: Alex Robb and Kelly Sherwood

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

19. CONSTITUTION

HSAA WILL:

Amend Article 44 – Standing Committees as presented:

44.01 The Board shall establish the following standing committees:

- (a) Finance Committee;
- (b) Elections/Credentials Committee;
- (c) Constitution, Bylaws, Resolutions and Policy Committee;
- (d) Members' Benefits Committee;
- (e) Workplace Health, Safety and Wellness Committee;
- (f) Members' Appeals and Review Committee;
- (g) Discipline Committee; **and**
- (h) **Indigenous Circle**

BECAUSE (RATIONALE): Formalizing the Indigenous Circle advances reconciliation and responds to the Truth and Reconciliation Commission's Calls to Action.

AND BECAUSE (RATIONALE): Sustained Indigenous leadership strengthens culturally safe advocacy and guidance on matters affecting Indigenous members and communities served by HSAA.

AND BECAUSE (RATIONALE): Reconciliation requires accountable, ongoing structural change, and a standing committee ensures continuity, transparency, and measurable commitment.

SUBMITTED BY: Tracey Lundstrom, Daneel Harkiss, and Heidi-Marie Bacon

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

20. MEMBER SERVICES

HSAA WILL:

Support and implement ongoing Indigenous cultural safety and anti-racism education for elected leaders, stewards, and members to strengthen equitable representation, informed advocacy, and culturally safe union environments.

BECAUSE (RATIONALE): Indigenous healthcare workers continue to experience systemic racism and cultural harm within healthcare workplaces.

AND BECAUSE (RATIONALE): Meaningful reconciliation requires informed membership and leadership able to recognize and address anti-Indigenous racism.

AND BECAUSE (RATIONALE): Culturally safe union advocacy strengthens member support, workplace equity, and patient care outcomes consistent with the Calls to Action of the Truth and Reconciliation Commission of Canada.

SUBMITTED BY: Tracey Lundstrom, Daneel Harkiss, and Kayla Oueslati

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

21. CONSTITUTION

HSAW WILL:**Amend Article – 29 Rotation of District Board Member Terms as presented:****Article 29 – Rotation of **Executive Officer and** District Board Member Terms****29.01 Elections for the President and Vice-President shall be held in different years.**

29.042 Elections for District Board Members shall be held in rotation so that not all positions are **elected** ~~vacant~~ in any year. The rotation shall be determined by the Elections/Credentials Committee.

with the proviso that:**HSAW WILL:**

Provide that for the election that occurred in 2026, the Election/Credentials Committee will decide whether the Vice President term or the President term will be, for one term only, a four year term (ending in 2030) to facilitate this new staggered election pattern. The announcement of which term will be extended will be made no later than the end of the 2028 Convention and communicated to the Members.

BECAUSE (RATIONALE): Electing the President and Vice President at the same time creates a significant risk of a complete turnover of executive leadership, which can disrupt stability and strategic continuity with the union.

AND BECAUSE (RATIONALE): Staggered terms would preserve institutional knowledge and experience within the Executive leadership, enabling smoother transitions and more effective governance.

AND BECAUSE (RATIONALE): Continuity in leadership supports stronger relationships with members, employers, and external partners, which are critical to effective advocacy and bargaining outcomes, while maintaining experienced leadership alongside newly elected leaders fosters mentorship, knowledge transfer, and leadership development within the union.

AND BECAUSE (RATIONALE): Staggered elections are a recognized best practice in many unions and democratic organizations to balance renewal and stability, as consistent leadership continuity enhances long-term planning, policy implementation, and accountability to members.

AND BECAUSE (RATIONALE): Reducing the risk of simultaneous leadership turnover strengthens organizational resilience during periods of external pressure, negotiations, or structural change.

SUBMITTED BY: Deborah Poku and Melissa Morrison

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

22. FINANCE

HSAW WILL:

Establish an independent Member Legal Support Fund to provide eligible members with access to independent legal counsel when pursuing constitutional complaints, Duty of Fair Representation claims, matters before the Alberta Labor Relations Board and the Alberta Human Rights Commission, or cases involving alleged wrongful dismissal, medical discrimination, or failure to accommodate.

BECAUSE (RATIONALE): Members have the right to fair representation and due process.

AND BECAUSE (RATIONALE): Financial barriers can prevent members from accessing justice.

AND BECAUSE (RATIONALE): Access to independent legal counsel strengthens democratic confidence within the union.

AND BECAUSE (RATIONALE): The financial implications of this resolution include allocating funds within the annual budget to support the program, with reporting to Convention on expenditures and outcomes.

SUBMITTED BY: Naghma Najmi and Cavell Griffiths-Blair

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

23. MEMBER SERVICES

HSAW WILL:

Include HSAW sanctioned rallies as qualifying events under the Elisabeth Ballermann Social Justice and Labour Relations Fund (EBSJLRF).

BECAUSE (RATIONALE): The EBSJLRF is designed to support our members as they engage in education and events related to social justice, labour relations, and unionism. We believe that every dollar spent encouraging engagement, solidarity, and activism is money well spent. These values are the heart of what the EBSJLRF is all about, and attending rallies embodies them—often more effectively than a classroom setting.

AND BECAUSE (RATIONALE): Rallies often occur in large centres, whereas our membership works in all areas of the province. By removing financial barriers for members who must travel to participate in these rallies, we aim to foster a more engaged membership and a stronger union.

SUBMITTED BY: Alex Wyse, Judy Hebert, Carrie Cuthbert, Laurel Bridger and Suneel Atwal

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

24. POLITICAL ACTION

HSAW WILL:**Lobby the Government of Alberta for the professional regulation of Recreation Therapists under the Health Professions Act (HPA).**

BECAUSE (RATIONALE): The current lack of mandatory registration and title protection prevents the public from verifying practitioner qualifications and poses a safety risk to vulnerable, isolated clients.

AND BECAUSE (RATIONALE): Regulation grants the legal authority to investigate complaints regarding unprofessional conduct, providing necessary safeguards for patients and reducing liability for employers.

AND BECAUSE (RATIONALE): Regulation ensures all practitioners adhere to a unified Competency Profile and Code of Ethics, aligning Recreation Therapy with other regulated members of the collaborative healthcare team.

AND BECAUSE (RATIONALE): Establishing a regulatory college will mandate continuing competence and ensure that complex psychosocial interventions (APIED) are conducted only by qualified professionals.

SUBMITTED BY: Jennifer Jorgensen, Marcy Fekry, Janna Powell Smith, Brandie Pacholko, Danielle Beauchamp, Samara McIntosh, Jenna Stanley, Chere Petkus, Vanessa Irvine, Rhiannon Perley-Waugh, Evie Varelas, Natalya Lynch, Kristy Holdis, Patti Lanigan, Carolyn Tivadar, Minerva Mapalo, Brenda Neuman, Claudine Markoja, Jennifer Masek, Britain Lutz, Lisa Karg and Nicole Brander

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

25. CONSTITUTION

HSAA WILL:

Amend Article 19 – Fees and Dues as presented:

19.01 Anyone applying for membership shall pay fees and/or assessments as determined by the Board or the membership.

19.02 The dues of the Health Sciences Association of Alberta shall be 1.4 percent of gross earnings.

The dues of the Health Sciences Association of Alberta shall be temporarily increased to 1.5% of gross wages. The 0.1% increase shall be in place until the strike fund has reached a value of \$30,000,000 or financial reports indicate that we have reached a sustainable value (whichever is less).

BECAUSE (RATIONALE): The reported value of out strike fund at the last AGMM (approximately \$8,000,000) was found to be insufficient to support our members in the event of a strike.

AND BECAUSE (RATIONALE): Inflation will continue to rise.

AND BECAUSE (RATIONALE): Any trained negotiator will advise that when negotiating, it is best done from a position of strength and power.

AND BECAUSE (RATIONALE): Local unit funds were frozen leaving leaders of the local units unable to engage and support the members they report to at a time that is greatly needed.

SUBMITTED BY: Shaun Thompson and Alex Robb

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

26. LABOUR RELATIONS ADVOCACY

HSAA WILL:

Advocate to secure our positions in public health care agencies and corporations by working to ensure that if layoffs are affecting a discipline in one organization, those workers are protected with opportunities to fill positions in other organizations. These advocacy efforts could consider vacancy and seniority rules that currently apply during layoffs in our contracts and could work to ensure we do not experience full losses of our seniority, years of service, accumulated sick time, vacation accrual, and more, in the event of layoffs.

BECAUSE (RATIONALE): We voted at convention last year for this as part of an important priority during our 2025 resolutions period.

AND BECAUSE (RATIONALE): We deserve the job security and union contract protections that come with years of public service.

AND BECAUSE (RATIONALE): Current protections for portability among organizations do not appear to apply to layoffs.

AND BECAUSE (RATIONALE): It is a serious risk that our members may experience layoffs in one or another new organization.

AND BECAUSE (RATIONALE): Many disciplines have been fragmented, with some organizations having very few discipline specific positions, and we have no real protections from layoff in these organizations, despite many years of seniority.

SUBMITTED BY: Calgary Youth Addiction Services and Sunridge Complex Local Unit

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

27. ADVOCACY

HSAW WILL:

Support paramedic recruitment and retention through awareness efforts to highlight issues with paramedic availability to re-invigorate efforts to improve our paramedic workforce and hiring.

BECAUSE (RATIONALE): Similar efforts and a coordinated campaign worked in the past to bring the government to the table to look at improving the paramedic workforce.

AND BECAUSE (RATIONALE): The lack of paramedic availability is unacceptable and dangerous for Albertan's and paramedics.

AND BECAUSE (RATIONALE): We all want paramedics available when we, our loved ones, and our community members have emergencies.

SUBMITTED BY: Kristina Brache, Nicole Hamilton, Jordan Toews, Matthew Gregory, Mike Matchett and Ryan Middleton.

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

28. ADVOCACY

HSAW WILL:

Continue to support ongoing work and advocacy to keep Addictions Counsellors in our public health care, in consideration of the frequent practice of reclassifying Addictions Counsellor positions.

BECAUSE (RATIONALE): Addictions Counselling is a specialized area of expertise that requires extensive knowledge, education and training.

AND BECAUSE (RATIONALE): Addiction care is health care, where regulated health care providers with expertise in an area should provide a continuum of care. Addictions Counsellors should be part of that continuum. World Health Organization (WHO) and Centre for Disease Control (CDC) recognize substance use disorders as chronic medical conditions.

AND BECAUSE (RATIONALE): When Addictions Counsellors stay in public health care, treatment is viewed as healthcare not punishment, stigma decreases and people are more likely to seek help early.

AND BECAUSE (RATIONALE): Addictions most often co-occurs with mental health conditions and keeping Addictions Counsellors in public healthcare ensures coordinated trauma informed treatment and care.

AND BECAUSE (RATIONALE): Substance Use disorders affect individuals, families and entire communities.

SUBMITTED BY: Calgary Youth Addiction Services and Sunridge Complex Local Unit

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

29. MEMBER SERVICES

HSAW WILL:

Return to the previous policy of allowing members to "opt-in" if they wish to include a portion of their union dues be allocated to charities or social justice interests.

BECAUSE (RATIONALE): Members should be able to have autonomy over their own money.

AND BECAUSE (RATIONALE): Not all members have the same interests or choose to support the same events/charities/non-profits.

AND BECAUSE (RATIONALE): Some causes may not align with the beliefs/values of some members but yet they are forced to support them under HSAW's current policy concerning use of union dues.

AND BECAUSE (RATIONALE): There are many opportunities available outside of the union to support whatever causes are important to each individual member.

SUBMITTED BY: Elizabeth Jessen, Tammy Morrison and Hayley Crowe

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

30. MEMBER SERVICES

HSAA WILL:

Allow using local unit funds to purchase gift cards (which includes gift certificates, chip cards and electronic gift cards) in accordance with Canada Revenue Agency's guidelines regarding "Gifts, awards, and long-service awards" that are considered non-cash.

- **It comes with money already on it and can only be used to purchase goods or services from a single retailer or a group of retailers identified on the card.**
- **The terms and conditions of the gift card clearly state that amounts loaded to the card cannot be converted into cash.**
- **A log is kept to record gift card information containing: name of the recipient, date the gift card was provided, reason for providing the gift card, type of gift card, amount of gift card and name of the retailers.**

BECAUSE (RATIONALE): The Canada Revenue Agency has updated its administrative guidance to treat certain gift cards as non-cash benefits when specific conditions are met, maintaining a blanket prohibition based on previous interpretations no longer reflects current tax treatment and may unnecessarily restrict HSAAs.

AND BECAUSE (RATIONALE): Retailers no longer commonly offer vouchers and instead issue gift cards as their standard prepaid product, prohibiting gift cards limits the HSAAs' ability to support local businesses and restricts purchases to specific merchandise rather than providing practical, flexible options.

AND BECAUSE (RATIONALE): Having flexibility in selecting prizes or recognition items increases the likelihood that these will appeal to a broader portion of the membership, and as such, permitting compliant gift cards will support stronger member engagement and participation.

SUBMITTED BY: Yashna Beesoon, Emily McKelvey, Tom Xu, and Alicia Benak

Carried: _____ Defeated: _____

Amended: _____ Referred to: _____

31. GOVERNANCE

HSAA WILL:

Increase the quorum for Local Unit AGMMs to 5% or LUE+1, whichever is greater in order to conduct business.

BECAUSE (RATIONALE): The stated objective of HSAA Local Units is to organize, mobilize, educate, and engage its members to build collective power, quorum requirements should reflect and reinforce meaningful member participation as measured by attendance rates. Increasing the quorum supports the HSAA's commitment to building collective power through increased member engagement.

AND BECAUSE (RATIONALE): The AGMM serves as an opportunity to update general members on union business, however, a quorum of two percent (2%) does not meaningfully enhance member awareness of the union's current state. As a result, key decisions may be driven by a small minority, potentially skewing outcomes away from the broader membership's views. Increasing the quorum would strengthen democratic legitimacy and help ensure wider representation in key decisions.

AND BECAUSE (RATIONALE): Advances in technology and the availability of virtual meeting platforms make it significantly easier for members to attend meetings remotely, barriers related to travel, location, and scheduling have been reduced, making a higher quorum both reasonable and achievable.

SUBMITTED BY: Yashna Beeson, Emily McKelvey and Alicia Benak